

# Town of Southern Shores

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Resolution 2009-03-01

## RESOLUTION REGARDING RETIREE INSURANCE COVERAGE FOR EMPLOYEES HIRED ON OR BEFORE NOVEMBER 1, 2007

**WHEREAS**, the North Carolina League of Municipalities allows retirees to retain medical insurance coverage if authorized by the units governing board and;

**WHEREAS**, based on Board policy previously adopted, this option will constitute a benefit to employees who have served the Town for at least 10 years if employed before November 1, 2007;

**WHEREAS**, the Town of Southern Shores is committed to honoring and rewarding the employees who have given dedicated services to the Town for a minimum of 10 years;

**WHEREAS**, the Town will pay for continued medical insurance coverage for its present retirees not to exceed the current cost of an active employee as stated in the Town of Southern Shores Retiree Insurance Benefits Policy.

**NOW, THEREFORE BE IT RESOLVED** by the Council of the Town of Southern Shores, North Carolina that the Town will assist retiring employees to maintain medical insurance coverage if the following conditions are met:

1. Retiree must have begun employment before November 1, 2007; and
2. Retiree must have completed 10 years of service with the Town; and
3. Employee retires with unreduced benefits from the NC Local Government Employee's Retirement System; and
4. Retiree must select retiree coverage within 60 days of retirement; and
5. If retiree elects dependent coverage, full payment must be made by the last business day of the month prior to coverage.

Be it further resolved that when the retiree meets Medicare eligibility, the Town will reimburse the qualified retiree only for premiums paid by the employee for supplemental health coverage; but not to exceed the amount that the Town is then currently paying for individual employee only coverage for an active employee.

**NOW, THEREFORE, BE IT RESOLVED** that March 3, 2009 is the effective date of this resolution.

ADOPTED this the 3<sup>rd</sup> day of March, 2009.

Carrie Gordin, Town Clerk

Don Smith, Mayor

